

OFFICIAL GAZETTE



GOVERNMENT OF GOA

EXTRAORDINARY

No. 4

GOVERNMENT OF GOA

Department of Labour

Office of the Commissioner of Labour

Notification

CL/3-11/(MWA-PP)/2000/1993

Whereas a draft-Notification revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on, was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 27 dated 5-10-2000, under Notification No. CL/3-11/MWA-PP/2000/4776 dated 22-9-2000 of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette.

And whereas the said Gazette was made available to the public on 5-10-2000.

And whereas no objections and suggestions have been received on the said draft Notification by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa hereby revises with effect from 1-6-2001, the minimum rates of wages payable to the various categories of employees employed in various trades in the Scheduled employment, namely, employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on, as shown in the Schedule below:—

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
(1)	Peon	Rs. 75/- per day
(2)	Mazdoor	
(3)	Cleaner	
(4)	Helper	
(5)	Delivery Bagman	
(6)	Sweeper	
(7)	Head Operator	
(8)	Carpenter-Helper	
(9)	Stone grinder	
(10)	Rotary Baller	
(11)	Store Baller	
(12)	Labourer (Manai)	
(13)	Cylinder Baller	

(1)	(2)	(3)	(1)	(2)	(3)
(14)	Any other categories by whatever names called which are of unskilled nature.	Rs. 75/- per day		(b)	
(II)	SEMI-SKILLED		(1)	Ludio Operator	Rs. 82/- per day
(1)	Assistant Camera Operator	Rs. 77/- per day	(2)	Proof Reader	
(2)	Assistant Transfer Printer		(3)	Printer	
(3)	Assistant Etcher		(4)	Hand Pressman	
(4)	Letter Press Feeder		(5)	Offset Plate Maker	
(5)	Checker		(6)	Copy Paster	
(6)	Distributor		(7)	Punch Maker	
(7)	Packer		(8)	Electrician	
(8)	Embossing Machineman		(9)	Assistant Foreman	
(9)	Assistant Toucher		(10)	Cylinder Pressman	
(10)	Assistant Copy Paster		(11)	Compositor	
(11)	Flat Bed Feeder		(12)	Imposer	
(12)	Varnisher		(13)	Mono Caster	
(13)	Wax Machineman		(14)	Binder	
(14)	Cold Powderer		(15)	Cutter	
(15)	Wireman		(16)	Carpenter	
(16)	Type-cutter		(17)	Box Puncher	
(17)	Nine-Baller		(18)	Mounter	
(18)	Proof Puller		(19)	Any other categories by whatever names called which are of skilled nature.	
(19)	Tally Pressman		(IV)	GENERAL	
(20)	Type Dresser		(a)		
(21)	Roller Maker		(1)	Head Clerk	Rs. 86/- per day
(22)	Roller Cutter		(2)	Accountant	
(23)	Plate Grainer		(3)	Supervisor	
(24)	Knife Sharpner		(b)		
(25)	Ink grinder		(1)	Clerk	Rs. 82/- per day
(26)	Wire Stitcher		(2)	Typist	
(27)	Perforator		(3)	Cashier	
(28)	Label Puncher		(4)	Telephone Operator	
(29)	Rulling Machine Feeder		(5)	Time Keeper	
(30)	Reaming Man		(6)	Booking Clerks	
(31)	Metal Caster		(7)	Receptionist	
(32)	Any other categories by whatever names called which are of semi-skilled nature.		(8)	Accounts Assistant	
			(9)	Steno Typist	
			(10)	Store Keeper	
(III)	SKILLED-WORKERS				
	(a)				
(1)	Lino Operator	Rs. 86/- per day			
(2)	Mono Operator				
(3)	Lino Mechanic				
(4)	Foreman				
(5)	Head Proof Reader				
(6)	Sub Editor				
(7)	Reporter				
(8)	Offset Foreman				
(9)	Camera Operator				
(10)	Rotary Foreman				
(11)	Flatbed Operator				
(12)	Artist				

Explanation:—

- (1) The wages for the categories specified in the Schedule are linked with the norms of work at Annexure 'A' and revised accordingly. If any employee fails to complete his norm of work of 8 hours in a day, his wages can be proportionately deducted.
- (2) Where in any area/establishment of Scheduled employment wages revised under this Notification are lower than the wages fixed/revised by the Central Wage

Board in the Scheduled employment, namely, employment in any industry in which any process of printing by letter press, lithography, photogravure or other similar work incidental to such process or book binding is carried on, or by agreement, settlement or contract or contractors' regulations attached to the conditions of contract, than the higher wages would be payable as minimum wages under this Notification.

- (3) (a) Unskilled work is one which involves simple operations requiring little or no skill or experience on the job.
- (b) Semi-skilled work is one which involves skill or competence acquired through experience on the job and which is capable of being performed under the supervision or guidance of skilled employees and includes unskilled supervisory work.
- (c) Skilled work is one which involves skill or competence acquired through training as an apprentice or in a technical or vocational institute and the performance of which calls for initiative and judgement.
- (4) The minimum rates of wages are applicable to employees engaged by the principal employer/s or Contractors or sub-contractors, etc.
- (5) The minimum wages revised is an all inclusive rate including the wages for the weekly day of rest but does not include any bhatta/food allowance.
- (6) Both men and women shall be paid the same rates of wages revised for the same category and for equal work.
- (7) In case of employees employed on piece-rate basis, the minimum rates of wages payable to them shall be at a rate not less than the minimum rates of wages revised for the class/category, to which he belongs under this notification.
- (8) The Child worker shall be paid at the rate fixed/revised for an adult worker.

ANNEXURE 'A'

Norms of Work

Sr. No.	Category	Mode of work	Minimum daily production
1	2	3	4
1.	Mono-Operator	12 points English 12 points Devanagri	40.000 cms. 25.000 cms.
2.	Mono-Caster	12 points English 12 points Devanagri	42.000 cms. 42.000 cms.
3.	Page Making	20x26 cent, 20x30 cent 16 pages	2 Forms.
4.	Imposer	20x30 cent, 16 pages	5 Forms.
5.	Lino-Operator	12 points English	30.000 cms.
6.	Hand Com- posing(with distribution)	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	3.000 corre- cted cms. 2.000 corre- cted cms. 1.600 corre- cted cms.
7.	Distributor	12 points English 12 points Devanagri (Akand Types) 12 points Devanagri (Degree Types)	10.200 cms. 8.000 cms. 6.000 cms.
8.	Type Casting	12 points Super Cast	12 kg. 30 kg.
9.	Proof Reader	16 pages 19 cent x13 cent (Two Languages)	
10.	Printing on Cylinder with make ready	44½ x 57 cent.	6.000 Copies
	Platten (Power) with ready	25½ x 38 cent.	6.000 Copies
	Printing on Cylinder without make ready	44½ x 57 cent.	7.500 Copies
	Platten (Power) without make ready	25½ x 38 cent.	8.500 Copies

1	2	3	4
	Printing on 25½ x 38 cent. Traddle (on foot) with make, ready		8.500 Copies
	Printing on 25½ x 38 cent. Traddle (on foot) without make ready		6.000 Copies
11. Machine Folding	Double Fold other large size paper		20.000 papers. 15.000 papers.
12. Hand Folding	Form of the three folds		3.000 papers.
13. Collating	44½ x 57 cent.		15.000 Forms.
14. Ruling on hand fed machine	34 cms. x 43 cms. sheets		11.000 papers.
15. Stitching by hand	6 quires, 3 stitching sections	1.600 Forms.	
Stitching by machine	6 quires, 3 stitching sections	8.000 Forms.	
16. Wire Stitching (Power Driver machine)		6.000 (Two pins).	
Wire Stitching (Foot operated machine)		10.000 (One pin). 6.000 (One pin).	
17. Hand Numbering consecutive	10.000 per day	1,20.000 digits per day.	

By order and in the name of the Governor
of Goa.

R. S. Mardolker, Commissioner & Ex-Officio
Joint Secretary (Labour).

Panaji, 25th April, 2001.

Notification

CL/MWA-WS/(55)/2000/1995

Whereas a draft Notification revising the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, employment in watch and ward and security

services was published as required by clause (b) of sub-section (1) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), in the Official Gazette, Series I No. 27, dated 5-10-2000, under Notification No. CL/MWA-WS/(55)/2000/4756 dated 21-9-2000 of the Department of Labour, Government of Goa (hereinafter called the 'said draft Notification'), inviting objections and suggestions from any person likely to be affected thereby before the expiry of two months from the date of publication of the said draft Notification in the Official Gazette;

And whereas the said Gazette was made available to the public on 5-10-2000.

And whereas the objections and suggestions received on the said draft Notification have been considered by the Government.

Now, therefore, in exercise of the powers conferred by clause (b) of sub-section (1) of section 3 read with clause (iii) of sub-section (1) of section 4 and sub-section (2) of section 5 of the Minimum Wages Act, 1948 (Central Act 11 of 1948), and after consulting the Advisory Board, the Government of Goa, hereby revises, with effect from 1-6-2001, the minimum rates of wages payable to various categories of employees employed in various trades in the Scheduled employment, namely, employment in watch and ward and security services, as shown in Schedule below:—

SCHEDULE

Sr. No.	Details of categories	All inclusive minimum rates of wages
(1)	(2)	(3)
(I)	UNSKILLED	
	Chowkidar; Watchman; Employees with any other designation which falls within the ambit of the foregoing entries and which when compared to their skill, are not considered as semi-skilled workers.	Rs. 74/- per day
(II)	SEMI-SKILLED	
	Security Guards (without arms); Employees with any	Rs. 84/- per day

(1)	(2)	(3)
	other designation which falls within the ambit of the foregoing entries and shall include such designated employees who is their skill are considered below a skilled person.	
(III)	SKILLED	
	Security Guards (with arms); Head Guard (fire fighting); Supervisor; Any other category by whatever name called which are of skilled nature.	Rs. 94/- per day

Explanation:—

- (1) Where, in any area of Scheduled employment, wages revised under this Notification are lower than the wages already prevailing or the employees are actually in receipt of higher wages than those specified above, they shall continue to get the benefit of such higher wages.
- (2) The minimum rates of wages are applicable to employees engaged by the principal employer, contractor or sub-contractors.
- (3) In case of employees employed on part-time basis, the minimum rates of wages payable shall be at a rate not less than

the minimum rates fixed/revised under this notification.

- (4) The minimum rates of wages revised are all inclusive rates including the wages for the weekly day of rest.
- (5) An ex-serviceman employed as security guard (with arms or without arms) shall fall in the respective skilled or semi-skilled category, as the case may be, and a security guard being a non-ex-serviceman, whether called Chowkidar or Watchman, shall fall in the unskilled category unless he is categorised as skilled or semi-skilled by the concerned employer.
- (6) Where payment is made on piece rate basis for any of the categories for which time rate is fixed/revised the wages of the employees shall not be less than the minimum time rate fixed/revised for a normal day's work.
- (7) Both men and women workers have to be paid the same rates of wages fixed/revised for the same category and for the equal work.

By order and in the name of the Governor of Goa.

R. S. Mardolker, Commissioner and Ex-Officio Joint Secretary (Labour).

Panaji, 25th April, 2001.